



Family Link



Our mission: The provision of leisure opportunities for children and young adults with disabilities.

Equality, Diversity and Inclusion Policy

Policy Statement

Family Link is committed to promoting equality, diversity and inclusion in all that we do. We believe that everyone should be treated with dignity, fairness and respect, and we are committed to creating a welcoming, inclusive and supportive environment for children, young people, families, staff, volunteers and visitors.

We recognise our responsibilities under the **Equality Act 2010** and are committed to eliminating discrimination, advancing equality of opportunity and fostering good relations.

Scope of the Policy

This policy applies to:

- Children and young people who use Family Link services
- Parents, carers and families
- Staff (paid and unpaid)
- Volunteers
- Trustees
- Visitors, partners and contractors where appropriate

The policy applies to all Family Link activities, including clubs, holiday schemes, trips, events and employment practices.

Legal Framework – Equality Act 2010

The Equality Act 2010 protects individuals from discrimination based on the following **nine protected characteristics**:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership (employment only)
- Pregnancy and maternity



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- Race (including colour, nationality, and ethnic or national origins)
- Religion or belief
- Sex
- Sexual orientation

Family Link does not unlawfully discriminate against anyone on the basis of any protected characteristic.

Our Commitment

- Family Link is committed to:
- Providing services that are accessible, inclusive and responsive to individual needs
- Ensuring all children and young people have equal access to opportunities
- Making reasonable adjustments to remove barriers to participation
- Treating all staff and volunteers fairly in recruitment, training, development and progression
- Challenging discrimination, harassment, victimisation, stereotyping and prejudice
- Promoting positive attitudes and mutual respect
- Valuing and celebrating diversity within our community

Forms of Discrimination

Family Link will not tolerate:

- **Direct discrimination** – treating someone less favourably because of a protected characteristic
- **Indirect discrimination** – policies or practices that disadvantage certain groups
- **Harassment** – unwanted behaviour related to a protected characteristic that violates dignity or creates a hostile environment
- **Victimisation** – treating someone unfairly because they have raised a concern or supported a complaint



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Reasonable Adjustments and Additional Support

Family Link recognises its duty to make reasonable adjustments for disabled children, young people, parents, carers, staff and volunteers.

- This may include:
- Adaptations to activities or environments
- Additional support or resources
- Flexible approaches to participation
- Working in partnership with families and professionals
- Our aim is to ensure no individual is excluded or disadvantaged unnecessarily.

Inclusion in Practice

We actively promote equality and inclusion by:

- Planning activities that reflect and celebrate diverse cultures, backgrounds and experiences
- Ensuring resources and materials are inclusive and representative
- Supporting positive social attitudes and understanding
- Encouraging participation and listening to individual views
- Working with the wider community and partner organisations

Employment and Volunteering

Family Link is committed to fair and inclusive employment and volunteering practices. Recruitment, selection, training and development will be based on merit, skills and suitability for the role.

Marriage and civil partnership protections apply to employment and volunteering contexts only, in line with the Equality Act 2010.

Raising Concerns

- Anyone who feels they have experienced discrimination, harassment or unfair treatment is encouraged to raise this with Family Link.



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- Concerns will be taken seriously and addressed promptly, sensitively and in line with relevant policies, including:
- Complaints Policy
- Bullying and Harassment Policy
- Safeguarding Children and Young People Policy

Equality and Diversity Action Plan

- Family Link will develop and review an Equality and Diversity Action Plan annually.
- For **2025–2026**, priorities include:
- Increasing access to outside visits and community activities for all children and young people
- Developing activities that further reflect and celebrate the diverse cultures of families who attend Family Link

Progress against the Action Plan will be monitored and reviewed.

Monitoring and Review

This policy will be reviewed annually or sooner if there are changes in legislation or guidance.

Family Link is committed to continuous improvement in equality, diversity and inclusion.

Policy approved and adopted by the Family Link Board of Trustees

On the: 29 April 2015

Reviewed: 8th January 2026 by Trustee – Paula Hollywood

Current Play Leader – Kenzie / Megan / Renée / Emma

Current Safeguarding Trustee – Julia James – 07894 672019

Policy due for review: 8th January 2027